



NATIONAL LEAD NCHD NEWSLETTER

June 2023



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NDTP
National Doctors Training & Planning

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Letter from the National Lead NCHD

Dr Jennifer Finnegan - National Lead NCHD Fellow 2022/2023

As it's coming to the end of my term as National Lead NCHD Fellow, I'd like to thank the lead NCHDs and their committees around the country for all of their hard work during the year. It was great to meet some of you on site visits throughout the year and see the impact you're making locally. We will be reviewing the Lead NCHD Quality Improvement Projects at the end of the month. The winners will be published in the next Newsletter and will be invited to present their projects at the first 2023 Lead NCHD Workshop in September.

It's been a very busy, but rewarding year. I'd like to thank all the speakers who contributed to the educational workshop and webinars throughout the year and the staff in NDTP who have supported me in various ways throughout the year.

Recruitment packs for the Lead NCHD roles have been distributed to all local Medical manpower departments who will be advertising the role soon. It's a fantastic opportunity to help improve the conditions for NCHDs on your site, and a great learning experience. If there's someone you think would be suited to the role, please encourage them to apply.

I welcome Dr Sean Casey and Dr Daniel Creegan, as they will share the Lead NCHD role for 2023/2024. They'll be available on nl.nchd@hse.ie from July changeover.

All the best in your new roles.

Lead NCHD Programme Updates

Webinars

Our webinar series continued into 2023.

On the 6th March, we hosted Dr Neil Reddy, the Lead for Teaching, Learning, and Assessment at RCPI. Dr Reddy is also the lead author on RCPI's guide to reflective practice module. This 45 minute module is available on RCPI Brightspace for all RCPI trainees and those enrolled in CPD-SS. The focus of the workshop was on reflective practice, a topic of great importance for healthcare professionals.

Dr Reddy's workshop was highly informative and thought-provoking. He presented valuable insights and practical strategies for incorporating reflective practice into our professional lives. Reflective practice is an essential skill that enables healthcare practitioners to learn from their experiences, improve their performance, and enhance patient care. The webinar successfully engaged its attendees, including myself, by providing a structured approach to reflective practice and emphasising its benefits. All NCHDs should consider incorporating reflective practice into their daily routine. I would highly recommend the RCPI module to all healthcare professionals looking to enhance their professional development.

Our next spring webinar, held on the 27th April, it was hosted by Jo Irwin from i4Training and focused on communication in leadership. The session introduced a "work values questionnaire" designed to provide a structured approach to understanding the values that drive team members' motivation and satisfaction.

This questionnaire can be a valuable tool for leaders seeking to understand their team members better and create a rewarding work environment, especially in the fast-paced and demanding settings we often work in.

Jo Irwin's webinar was insightful and practical. She shared valuable tips and techniques for effective leadership and clear communication in building strong team dynamics.

Resources

During the webinar Jo provided several valuable reference materials that can further enhance one's understanding and development in these areas. Here are the resources she suggested:

1. "SUMO: Shut Up, Move On" by Paul McGee: This book explores strategies for dealing with change, developing resilience, and improving communication skills. It provides practical advice on overcoming obstacles and achieving personal and professional success.
2. "The 7 Habits of Highly Effective People" by Stephen R. Covey: Offers a holistic approach to personal and professional effectiveness. Covey presents seven key habits that can transform individuals and organisations, focusing on principles such as proactivity, prioritisation, and effective communication.
3. "Emotional Intelligence" by Daniel Goleman: This groundbreaking book delves into the concept of emotional intelligence and its impact on personal and professional success. Goleman explores the importance of understanding and managing emotions, developing empathy, and building strong relationships.
4. "Mindset: The New Psychology of Success" by Carol S. Dweck: Dweck's book explores the power of mindset in achieving goals and overcoming challenges. She discusses the difference between a fixed mindset and a growth mindset, highlighting how adopting a growth mindset can lead to greater resilience, motivation, and success.

In addition to these books, Jo Irwin also recommended The Squiggly Careers podcast. This podcast, hosted by Helen Tupper and Sarah Ellis, offers insights and advice on navigating the modern world of work, exploring topics such as career development, resilience, and personal growth.

Navigate - A Review of the Webinar

On the 30th March, the Navigate webinar was held for senior non-consultant hospital doctors (NCHDs) in Ireland who plan to apply for jobs as consultants in public health service over the coming years. The event was well-attended and provided valuable information to attendees. The line-up of speakers included Prof. Brian Kinirons, medical director of NDTP, representatives from HSE coaching service, Dr Aedin Ryan, paediatrician with expertise in cardiology, University Hospital Galway, Ronan Foley from HSE Business Services, and Sinead Coleman and Louise McEntee from the Public Appointments Service.

Prof. Brian Kinirons gave an overview of aspire fellowships and the projected numbers of consultant jobs that will become available in the coming years - an important consideration for NCHDs planning their future career paths.

Aspire fellowships are a valuable opportunity for NCHDs to gain essential skills and experience in Ireland as post-CST fellows, to help prepare them clinically for their role as a consultant in the public health service.

Representatives from HSE coaching service discussed their role in supporting new consultants and how they provide a range of support services to help new consultants succeed. Their coaching services are particularly helpful for those who are transitioning from the role of NCHD to consultant.

Dr Aedin Ryan shared her experience as a new consultant in the health service in Ireland, providing valuable insights into the challenges and opportunities that new consultants face in their roles. Attendees found her presentation engaging and informative.

Ronan Foley's presentation provided information about the process and timeline from HSE Business Services, which was highly informative for NCHDs who plan to apply for consultant jobs. Sinead Coleman and Louise McEntee from the Public Appointments Service gave information on the application and shortlisting process, providing helpful tips for NCHDs.

Overall, Navigate was an informative event that provided valuable insights into the skills, experience, and support that NCHDs need to become successful consultants. The feedback from attendees was very positive, and the event organizers hope to host similar events in the future.

A recording of the webinar is available at the link here:

<https://hse.webex.com/hse/ldr.php?RCID=46aab09722672460498791222aacia55>

Password: sSJwPmr2



An information Evening

NDTP
National Doctors Training & Planning

Navigate –Your Guide to Consultant Recruitment

This event is being hosted to provide guidance to NCHDs who will be applying for Consultant posts in the Irish health service over the next few years.

Topics include: The consultant recruitment process-Starting as a new consultant-The supported consultant

Speakers will include representatives from:

- 
Health Business Services
- 
The Public Appointment service
- 
newly appointed Consultants and Consultant Applications Advisory Committee



Exploring the Benefits of Job-Sharing: Insights from Two paediatric trainees



I recently met with Dr Eadaoin Hayes, and Dr Laura Lennon, both paediatric HSTs who discussed their experience as job-sharers in the nephrology and endocrine departments in CHI at Crumlin, each working 0.6 WTE.

At the time, this was a pilot initiative in the department of paediatrics in RCPI and aimed to offer options other than the traditional 0.5 WTE supernumerary flexible training position, as these places are limited and heavily subscribed. Options available were 0.5, 0.6 or 0.8 WTE with top-up of funds provided by NDTP.

Jennifer: Thank you both for joining me today. Let's dive into your experiences with job-sharing. Eadaoin could you tell us about the advantages you've experienced through job-sharing?

Eadaoin: Certainly. The primary advantage of job-sharing for me has been achieving a much better work-life balance. By working less than full time, I've been able to spend more quality time with my daughter. Finding suitable childcare arrangements was initially challenging, but with a job-share schedule, I could manage childcare and any necessary absences more easily. I've also been able to pursue personal activities, such as regular exercise classes, and take care of daily errands without constantly rearranging my work schedule. Overall, job-sharing has allowed me to be more involved in my community and has contributed to my overall happiness and well-being.



Jennifer: That sounds like a significant improvement in work-life balance. From a work perspective, have there been any advantages to having a job-share partner?

Eadaoin: Absolutely. Having an extra 0.2 whole-time equivalent available through the job-share arrangement has greatly benefited our workload management. We organised our schedules so that we were post-call on the days we overlapped, resulting in a better-staffed service. The nature of clinical work and responsibilities actually complement a job-share setup, making it more efficient and effective.

Jennifer: That's really encouraging to hear. Laura, what advantages have you found through job-sharing?

Laura: One of the most significant advantages for me has been achieving a better work-life balance while continuing my paediatric training. As a trainee with two young children, the job-share arrangement has allowed me to effectively coordinate my parental responsibilities and find a feasible childcare system that works for us.

Jennifer: It's great to hear that job-sharing has helped you both continue training while ensuring time with your families at this critical time in their development. If you were to give advice to a trainee considering a job-sharing arrangement for the upcoming training year, what would it be?

Laura: I would strongly advise embracing the opportunity, as it has worked out brilliantly for us. However, it's important to consider the financial implications. Job-sharing often involves a significant cut in salary, and it's crucial to thoroughly evaluate the numbers to ensure it aligns with your financial needs. Additionally, effective communication with your job-share partner is vital since you spend limited time together. Finally, when planning your job-share schedule, consider the learning experiences and workload distribution to ensure an equitable division of responsibilities.

Eadaoin: I would echo Laura's advice to carefully consider the financial implications. Additionally, trainees should be aware that they won't have the same supernumerary status as those on the flexible training scheme. It's also worth considering spending a longer duration, such as 12 months, in one post to gain a more substantial experience. Lastly, finding a like-minded job-share partner and fostering a good working relationship is essential for a successful arrangement.

Jennifer: Do you have any suggestions for how job-sharing arrangements could work better?

Eadaoin: Absolutely. Job-sharing arrangements depend a lot on who you share the job with. Division of responsibilities and effective handover are crucial. We found that having set days each week for our individual work helped everything run smoothly. Additionally, we decided to take our annual leave at separate times to ensure continuity, especially since there was only one registrar in our department. Establishing a good working relationship is vital, and I believe the training body should allow trainees to "self-match" whenever possible.

Laura: The funded day of overlap is great for continuity of care and staffing- it probably also makes the idea of a job share more attractive to consultant trainers given that they have an 'extra' SpR on one day a week with the 0.6 job share arrangement. I definitely agree with Eadaoin that 12 months in one post is a good idea to consider, especially for a trainee who is clear on their career pathway/plan because six months of 0.6 WTE in one post only accounts for a little over 3 months experience

Jennifer: Have there been any challenges, and if so, how did you overcome them?

Eadaoin: From a clinical perspective, ensuring effective handover was initially a challenge. To overcome this, we created a written handover document that we constantly updated. We also supplemented it with phone handovers. Additionally, it took a few weeks for the staff to get used to the idea, but once they understood how it worked, everything became smoother.

Laura: Fortunately, I haven't come across any significant challenges. The consultant trainers in both of my posts have been very accepting and understanding of our job-sharing arrangement. I believe having a good working relationship with my job-share partner, Eadaoin has played a significant role in making the arrangement successful. Our schedule was well-coordinated, with me working Monday to Wednesday and Eadaoin working Wednesday to Friday. We plan our midweek 24-hour call on a Tuesday so that when we overlap on Wednesdays, one of us is always available for post-call coverage. As Eadaoin mentioned, we have established an efficient handover system, and I believe the team benefits from our job-sharing arrangement as a whole, given that we both work 0.6.

Jennifer: It's been great to hear your positive feedback, and helpful to hear some suggestions for improvement. Considering the accessibility and availability of less than full-time options for trainees, do you have any suggestions for NDTP, training bodies, or clinical sites to improve these options?

Laura: In terms of accessibility, I believe the current supernumerary flexible training scheme offers limited positions, with only 32 available. It could be beneficial to explore the feasibility of offering more job-sharing arrangements as an alternative option. People often focus on the aspect of not being supernumerary with job shares, but working more than 0.5 and less than full time has worked well for me thus far.

Eadaoin: I agree with Laura's suggestion of considering more job-sharing arrangements. Additionally, providing support and guidance to trainees who are interested in pursuing job-sharing options would be beneficial. It's crucial to promote the advantages and possibilities of job-sharing to encourage more trainees to explore this flexible work arrangement.

Jennifer: Thank you both for sharing your valuable insights, experiences, and suggestions regarding job-sharing. Your perspectives will undoubtedly help trainees make informed decisions and encourage further discussions on improving work arrangements.

Eadaoin and Laura would like to particularly acknowledge the support of Consultant Dr Susan O'Connell who approached the clinical director to approve the job-sharing arrangement as well as Maria Golden, manager in the Faculty of Paediatrics in RCPI.

Job-sharing arrangements are now available through all training bodies. Contact them for further guidance on the application process.



Medical Parents

RCPI's Faculty of Paediatrics and the Forum of Postgraduate Medical Training Bodies are hosting another Medical Parents morning. Being held on 20th of June, in RCPI from 10-12PM. It offers the opportunity to meet colleagues from all specialties in an informal setting, and have conversations about being parents while on a training programme.

Children are more than welcome to attend and breastfeeding rooms are available. Reserve your place at the link below.

[Medical Parents Tickets, Tue 20 Jun 2023 at 10:00 | Eventbrite](#)

Training Supports Scheme (TSS)

TSS Applications for this training year will close on **Sunday, 9th July 2023**. There will be a 'lockdown' period on your NER for TSS applications from Monday 10th July for a period of 28 days. During this time, you will be unable to submit TSS applications. There will be no rollover of TSS balances. Therefore any balance you have remaining as at Sunday, 9th July 2023 will be reset to €0 and a new balance assigned by your Medical HR department in August should you remain eligible for TSS.

All NCHDs should check their TSS balance now to ensure it is correct for the remainder of the 2022/2023 training year. You must contact your employer as a matter of urgency if you think your balance is incorrect. Once the 'lockdown' period begins, no corrections to balances can be made.

Further information on TSS and how to apply is available on our website: www.hse.ie/doctors

E-Portfolio

All NCHDs can now access a free E-Portfolio to document and record their training and career development. The principal objective of the E-Portfolio is to enable NCHDs who are not on a formal training scheme access to a generic standard logbook. It also provides the opportunity to have their experience validated by their Supervising Consultant where applicable.

The E-Portfolio allows you to record assessments, clinical experience, educational and personal development, procedures and training plan. NCHDs can access the E-Portfolio through their National Employment Record (NER) account via the web or APP.

User guides and further information is available on our website: www.hse.ie/doctors

NCHD E-Portfolio

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The E-Portfolio will allow NCHDs to record their assessments, clinical experience, educational and personal development, procedures and training plan.

NCHDs can access the E-Portfolio through their National Employment Record (NER) account either via the web or via the NER App.

User guides and FAQ documents for NCHDs and Supervising Clinicians / Consultants are available on our website: www.hse.ie/doctors

If you have any queries regarding the E-Portfolio please contact the DIME team on dime.team@hse.ie



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- ❖ **Career development**
 - Communication skills, project management
- ❖ **Networking opportunities**
 - Support from National lead & Trainer Leads
- ❖ **€2500 educational bursary**
- ❖ **Lead NCHD awards**
- ❖ **Protected time to undertake the role**
- ❖ **Educational webinars/workshops**

UL Hospitals NCHD Conference Thursday, 25th May 2023

By Verity Hayes

The annual NCHD Conference aims to help NCHDs enhance their research experience, while providing them with an opportunity to present their research, audit and quality improvement projects from this training year. More than 150 posters were submitted in a cross-faculty conference at the Clinical Education and Research Centre (CERC), University Hospital Limerick incorporating Paediatrics, Surgery, Anaesthetics, Medicine, Obstetrics & Gynaecology, the Intern Network, Psychiatry and Radiology with prizes for best abstract presentation in each department.

Taking home the top prize was Dr Bing Wei Thaddeus Soh for his research on how a patient's DNA might affect their risk of bleeding when on blood thinners following a coronary intervention procedure.

"It was a great honour to win the gold medal at the NCHD conference for my research which examined how patients responded to blood thinners following coronary intervention treatment at University Hospital Limerick. My research showed up to one-third of Irish patients may have increased risk of bleeding when taking the blood thinner Clopidogrel.

"I'm very grateful for the support of my colleagues and supervisors in the Coronary Care Unit at University Hospital Limerick whose guidance and support made this research possible. I look forward to making more discoveries with the dedicated team here in University Hospital Limerick," said Dr Soh.

The NCHD conference is spearheaded by NDTP Training Lead at UL Hospitals Group, Dr John Mc Manus, who is committed to promoting education, research and innovation across the Group.

"The breadth and depth of the submissions for this year's conference is a true credit to their commitment to research and to applying that learning to improve patient outcomes." said Dr Mc Manus. Congratulations to all of its winners.



Left: Overall Winner, Dr Bing Wei Thaddeus Soh – Medicine.

Right: Consultants and NCHDs attending Electronic Poster Viewing Session.

Bottom: Specialty Abstract Winners at the Awards Ceremony with Prof Paul Burke Chief Academic Officer and Dr John Mc Manus, NDTP Training Lead.





DMHG NCHD Research Competition, Thursday 8th June 2023

By Joanne Finneran

On 8th June, 2023, the National Doctors Training & Planning (NDTP) Training Leads for Dublin Midlands Hospital Group (DMHG) organised their second NCHD Research Competition. The event was held in The Durkan Lecture Theatre, Trinity Centre for Health Sciences, St. James's Hospital Campus, and streamed from the Research & Education Centre, Scott Building, Midland Regional Hospital Tullamore (MRHT), with an online presence through Zoom. The competition aimed to provide NCHDs with the opportunity to showcase their research skills and win exciting prizes.

The competition comprised of 5 Oral Presentations and a NCHD Poster Competition. The NCHDs who participated demonstrated exceptional skills, and the event was a great platform for them to showcase their research work and gain recognition for their efforts. The event also featured informative presentations by guest speakers Mr David Mockler, Medical Librarian at TCD and Ms Nicola Fay, Library Resources Manager at MRHT on the topic of systematic reviews and searching the literature, which added value to the event.

The Oral Presentations were judged by Prof Martina Hennessy, Clinical Chief Academic Officer DMHG and Dr. Gerry Hughes, Research and Innovation Programme Manager, St. James's Hospital and the winners were announced after much deliberation. Dr Jessie Elliott, representing St. James's Hospital, won the first prize of €1,000 gift voucher, for her presentation on 'A European multicentre study comparing neoadjuvant chemo-radiotherapy versus chemotherapy for the treatment of locally advanced oesophageal adenocarcinoma'. Dr Christopher Fenelon & Dr Darren Moloney representing Midland Regional Hospital Tullamore, came second and received a €500 gift voucher, for their presentation on 'Introducing a Digital Platform for Orthopaedic Patient Care Coordination in MRHT'. Dr Guhan Rangaswamy, representing St. Luke's Hospital, won the poster competition for "Precision in Practice: Enhancing Radiation Oncology Training through Structured Contouring Workshops".

This was judged by the DMHG NDTP Training Leads Prof Robert Eager and Dr Darragh Shields and Dr Guhan won a €250 gift voucher. The judges commended all the participants for their impressive work and believed that any of the entries could have easily taken home a prize.

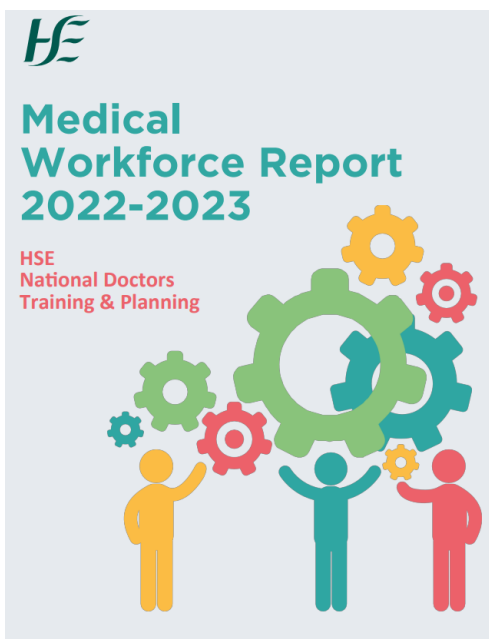
Overall, the NCHD Research Competition was a resounding success, thanks to the hard work and dedication of the DMHG NDTP Training Lead Team and the enthusiastic participation of the NCHDs. The event was a testament to their commitment to promoting research excellence and advancing the field of medicine.

3 External CPD Points available to attendees, email ndtp.dm@hse.ie for certificate.

For further information on this Competition and other News and Events from the DMHG NDTP Training Leads, please visit our website: <https://www.hse.ie/eng/about/who/acute-hospitals-division/hospital-groups/dublin-midlands-hospital-group/dmhg-ndtp/supports/> or email NDTP.DM@hse.ie



Left to right: Dr Conor Costigan (TUH), Dr Darren Moloney (MRHT), Dr Christopher Fenelon (MRHT), Prof Martina Hennessy (CCAO, DMHG), Dr Jill Nicholson (SLRON), Dr Jessie Elliott (SJH), Dr Myles Flitcroft (CWIUH), Dr Darragh Shields (NDTP Training Lead DMHG), Dr Gerry Hughes (Research & Innovation Manager, SJH)



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Medical Workforce Report 2022-2023

Our 2022-2023 report was published recently, find it on our website at the link below. The report gives an overview of the publicly funded medical workforce in Ireland and includes an annual assessment of both consultant and NCHD posts in the health system.

[NDTP Medical Workforce Report 2023](#)

Remember, in line with the agreement between the HSE and the IMO in January:

- NCHDs who are relocating, should have the full 24 hours off duty on Sunday, 9th July.
- NCHDs are entitled to use 1 day of study leave to ensure all mandatory courses are completed and updated to NER within two months of July changeover.

Changeover Checklist

Before moving to your new roles in July, please ensure you have done the following:

Submit all outstanding **overtime forms** in a timely manner and before leaving your current employer ☐

Submit all outstanding claims for the **Training Supports Scheme** by midnight on Sunday, 9th July at the very latest as there is no roll over this year- see page 19 ☐

Submit all outstanding claims for the **Clinical Course & Exam Refund Scheme** by Sunday 9th July ☐

Ensure all details on your NER Hire Form are current and up to date - see page 22 ☐

Update your CV on NER- see page 22 ☐

Ensure all details on your NER occupational health form are current and up to date- see page 22 ☐

Update any mandatory training documents on NER- see page 22, 23 ☐

If you have an NER e-portfolio take time to update any experience from your current post and submit to your trainers for validation, or alternatively create an e-portfolio on NER-see page 21 ☐

Download the NER app to make all of these tasks more efficient ☐

Career Break

For those of you who are planning to leave the HSE, for example to go abroad to take up training opportunities, please check if you meet the eligibility criteria to apply for a career break, and if so, please apply to your current employer in sufficient time.

I would also draw your attention to further information which is available in the relevant HSE HR Circular 010/2014, <https://www.hse.ie/eng/staff/resources/hr-circulars/circ1014.pdf>

Temporary Recoverable Payment

For those NCHDs rotating, the Temporary Recoverable Payment of €850 will again be applied to your first paycheque to alleviate the financial burden of emergency tax. This will be recouped in the second pay period for those paid monthly, and third pay period for those on fortnightly pay.

What do I Need to Do?

The payment will be applied automatically in your first payslip. There is no need for you to contact payroll or medical manpower to initiate this payment.

Why is the Temporary Recoverable Payment set at €850?

The purpose of this agreement is to help NCHDs during the period when emergency tax is applied following a change in rotation or starting employment with the HSE. The payment of €850.00 gross which nets to €408.00, is the equivalent of the difference in a normal net payment over 2 fortnights or 1 month, when on Emergency Tax and Emergency USC, based on a single standard rate cut off point and single tax credit.

Other factors that may exist on a personal basis with Revenue for some NCHDs cannot be considered. The payment is a standard amount and will be reviewed annually in line with Revenue changes to the single tax credits and the single standard rate cut off point and pending the introduction of a single Hire to Retire solution for NCHDs.

Payroll areas: Contact information for Payroll areas across the HSE.



Payroll Guidance for NCHDs during Rotation

HSE's Payroll Guidance for NCHDs during Rotation is available [here](#)

HIQA Launches National Surveys on Digital Health and Social Care

HIQA launched the National Engagement on Digital Health and Social Care on 19th June 2023. The engagement project is a collaboration between HIQA, the Department of Health, and the Health Service Executive (HSE).

We are engaging with professionals in health and social care and the public through surveys and focus groups. We are asking you to complete the professional online survey which is available via [the HIQA website](https://www.hiqa.ie) from 26 June to 28 July.

The aim of the engagement is to identify professionals' and the public's wants, needs, and readiness for digital health and social care. The project includes learning about doctor's attitudes to the public having digital access to their own health and social care information, and possible impacts of digital care for doctors and the public.

We would ask you to take the survey because it is important for us to hear the views of doctors on this important and timely subject.

The findings of the national engagement will be used by HIQA, the Department of Health, and the HSE to help develop recommendations, strategies, policies, and legislation in relation to digital health and social care. The results will be made available on www.hiqa.ie

For more information and to complete the survey, please visit the [HIQA website](https://www.hiqa.ie)

NATIONAL ENGAGEMENT ON Digital Health & Social Care



In partnership with the Department of Health and the Health Service Executive.

We want to hear the views of professionals in health and social care.



What do you think of the public having digital access to their own health and social care information? And what do you think of using digital tools to communicate with and provide care to people?

Please complete the 10-minute online survey.



IRISH CLINICAL ACADEMIC TRAINING (ICAT) PROGRAMME



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DEADLINE FOR APPLICATIONS - 28 SEPTEMBER

**OPENS
24 AUGUST
2023**

